

DELAWARE PROFESSIONAL STANDARDS BOARD

The Townsend Building
401 Federal Street, Suite 2
Dover, Delaware 19901

Meeting Minutes

Department of Education
Cabinet Room
Dover, DE 19904
February 4, 2015
2:00 P.M.

Members Present: Amber Augustus, Linda Brown, Jennifer Burton, Stephanie DeWitt, Nelia Dolan, Laura Glass, Cristy Greaves, Darren Guido, Rosaria Macera, Byron Murphy, Darlene O'Neill, Mary Pinkston, Stephanie Smith and Sue Smith.

Members Absent: Diane Albanese and David Kohan

Others Present: Chris Kenton; PSB Executive Director, Erin Pieshala; Department of Education, Deborah Stevens; DSEA, Katie Geiszler; DOJ Attorney, Rick Lane; PSB Administrative Assistant

I. Opening

Call to Order: Mr. Murphy, Professional Standards Board Chair, called the meeting to Order at 2:01 p.m.

Approval of Agenda

A motion was made by Ms. Macera and seconded by Ms. Burton to approve the February 4, 2016, amended agenda. ***The motion carried*** (12 Yes to 0 No's – Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith). The motion was amended to move Discussion Items A to Action Items C and moving items C & D to D & E.

Approval of Minutes for December 3, 2015

A motion was made by Dr. Greaves and seconded by Dr. Guido to approve the December 5, 2015, amended minutes. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith). The motion was amended to correct language in paragraph 5 page 5 and paragraph 2 page 6.

II. Public Comment

None

III. Executive Director's Report

Mr. Kenton explained that we cancelled our January meeting because there was not enough on the agenda to justify the meeting. It did not make sense to bring everyone in for what could potentially be a 20 minute meeting.

Since our last meeting in December, Mr. Kenton has been working on the following items for the PSB:

- Met with Donna Johnson and State Board member Pat Heffernan, along with representatives from Pearson, to discuss the Elementary Reading test. Members of the State Board have some issues with that assessment. Mr. Kenton will meet with ETS and Mr. Heffernan to research different assessments to try and respond to their concerns.
- Met with Laurisa Schutt from Teach for America to get an update on Lead for Delaware.
- Had a conference call with Lisa Hedrick from ETS regarding Elementary Reading. Mr. Kenton has invited several educators come in on February 17 to review the Elementary Reading test and the Spanish test. DASPA representatives had some concerns with the Spanish test, so the PSB needs to take a look at that test as well.
- Met with Angeline Rivello and her workgroup to discuss upcoming regulations.
- Presented to State Board of Education in December (1502 Publication, 1590 Publication).
- Held a conference call with Pearson regarding its edTPA presentation.
- Participated in an all-day meeting on Tuesday at Wilmington University for edTPA and PPAT presentations and the LCCC meeting on Wednesday.
- Held a meeting with Karen Field Rogers to discuss the PSB Budget. The PSB is in the process of purchasing iPads for board members and staff, following the example of the State Board. The goal is to be as paperless as possible.
- Submitted the Quarterly Report to the Governor, State Board, Secretary of Education, and the Legislature.
- Met with Stephanie Lobiondo of Wilmington University to discuss 1522 and 1545
- Met with Liz Hoyt of Rodel to discuss Student Success 2025 and the Rodel Teacher Council Policy recommendations.
- Attended a meeting on Professional Learning and the Department's vision of Professional Development
- Have been invited to a meeting in late February in DC with Dr. Susan Bunting and Christopher Ruszkowski. Mr. Kenton cannot attend and is possibly seeking a member of the Board to attend.
- Have held numerous meetings with Shannon Holston on PPAT/edTPA, Ms. Holston also did a great job running the committee on Tuesday.
- Presented to State Board in January (1502 and 1590 for Discussion).
- Attended the State of the State address of Gov. Jack Markell.
- Worked with Maria Degnats to finalize 1506.
- Held a meeting with Donna Johnson to discuss the NASBE State Standards grant.
- Met with Luke Rhine to discuss 1559.
- Held the PPAT/edTPA meeting with the LCCC subcommittee.
- Met with the LCCC on February 3 to get their recommendations on current regulations.

- Met with Katie Geiszler to discuss the February agenda and upcoming hearings. One of the hearings was settled so will not be heard by the PSB; the other was moved to April. There are several other cases that may have hearings scheduled in the coming months.
- Met with Byron Murphy to discuss the February agenda

Cristy Greaves announced her retirement from the Cape Henlopen School District this past month. Dr. Greaves has served on this Board since 2008 and has been the Vice-Chair since 2009.

The following regulations will be reviewed during the coming months.

- 1561 – Bilingual
- 1562 – ESOL

In January, a focus group of educators will meet and try and get some input into these regulations. A meeting will also be held with Gregory Fulkerson, Terry Richard, and Maria Paxson to fine tune any potential changes to these regulations.

- 1522 – Elementary Counselor
- 1545 – Secondary Counselor

Although these regulations are good, if passed as written, 1,200 hours would need to be obtained for dual certification. Previously, the standard had been 100 additional hours, but Jen Davis and Stephanie LoBiondo did not feel that 100 hours was enough. Mr. Kenton hopes to have improved versions of both regulations that take the dual certification into account in time for our March meeting.

- 1580 – School Library Media Specialist

The report regarding libraries from the Governor's office is not yet available.

- 1582 – School Nurse

Sue Smith and Linda Wolfe will be working on this regulation with the PSB office.

Rick Lane is still in process of attending FSF training, but Finance has processed stipends and mileage from 2015. Unfortunately, this had not been processed since June of last year. Going forward, the plan is to process these after each monthly meeting.

IV. **Presentation**

Dr. Jackie Wilson gave a presentation on regulation 1590 – Delaware Administrator Standards. The new Professional Standards for Educational Leaders 2015 replace the old standards which have been in place since 2008.

The Wallace Foundation funded the work to create this national policy and conducted a study to determine 'policy friendly' states, and Delaware was one of ten states deemed 'policy friendly' for educational regulations and policy.

These new standards were approved in August 2015 and are intended for use by higher education and by professional standards boards and can help determine what to look for in effective leaders.

Research showed that Delaware schools and educators have changed drastically in recent years. These standards can help ensure that administrators have the skills to be day one ready when moving into a school.

Dr. Wilson advised that 48 states adopted the national standards and most do so without any changes or modifications.

V. Discussion Items

None

VI. Action Items

A. 1502 – Professional Growth Salary Increments

The 1502 was approved back in December. It was presented before the State Board in December, and the Board voted unanimously to move it to publication. It went for publication in the Register of Regulations for the entire month of January and did not receive anything back from the public.

The Board is being asked to move this 1502 to final order. Some of the changes addressed:

- Change regulation from “Professional Growth Salary Increments” to “Graduate Level Salary Increments.”
- Changed all “doctorate” references to “doctoral.”
- Cleaned up coursework requirements.
- Change 7.0 to read an A or B would be required for the salary increments

Mr. Murphy noticed that on an emergency certificate educators remain eligible for salary increments. Ms. Pieshala confirmed that this is true for those instances that educators have begun teaching on an emergency certificate.

A question was raised about the use of “doctoral” in section 2.0. It was determined that it should be changed to “a doctoral degree.” A typo needs to be corrected in 7.0, remove the “s” from “increments.” Dr. Greaves noted that section 5.1.1 references “Masters’ degree” and “Bachelors.” Some sort of adjustment for continuity is needed. It was observed that the same change should be made in 3.3.1 and 3.3.2.

Dr. Glass commented that it was previously discussed to add language regarding the coursework being eligible for degree credit. Ms. Pieshala said that she remembers the discussion and feels that it should be included. Dr. Glass suggested that if “matriculated” was removed, it could solve the problem without being a substantive change. The new version would simply say “graduate credit.”

Mr. Murphy suggested the language directly from the December minutes be used, “and must be able to be used for degree credit,” giving “Graduate credit means credit earned from a regionally accredited college or university that can be applied towards a master’s or doctoral degree.” Dr. Glass questioned some of the phrasing, leading to the suggestion “applied toward a graduate degree.”

Ms. Geiszler questioned Ms. Pieshala on whether or not the new phrasing creates any problems with potential coursework submitted as part of this regulation. Ms. Pieshala confirmed that the new regulation should address all of the concerns.

Mr. Murphy questioned whether these changes qualify as substantive. Ms. Geiszler confirmed that the changes are substantive, so the regulation must go back to publication.

The following amendments to the regulation would need to be made:

- Make it “a doctoral degree” under Specialist Degree Program in 2.0.
- Take off the “s” in “increments under section 7.0.
- Add “degree” in 3.3.1, 3.3.2 and 5.1.1.
- Remove “matriculated” in 2.0 and add the line from the previous minutes “and must be able to be used for degree credit.”

Regarding 1502, a motion to move back to publication was made by Dr. Greaves and seconded by Ms. DeWitt. ***The motion carried*** (14 Yes to 0 No’s – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O’Neill, Pinkston, Smith and Smith), moving 1502 back to publication.

B. 1590 – Delaware Administrator Standards

The 1590 was approved back in December. It went before the State Board in December, and the Board voted unanimously to move it to publication. It went out for publication in the Register of Regulations for the entire month of January and did not receive anything back from the public.

The Board is being asked to move this 1590 to final order. Thanks to Dr. Wilson for speaking tonight about these standards.

Regarding 1590, a motion to move to final order was made by Ms. Burton and seconded by Dr. Greaves. ***The motion carried*** (14 Yes to 0 No’s – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O’Neill, Pinkston, Smith and Smith), moving 1590 to final order.

C. 1506 – Emergency Certificate

Erin Pieshala and Maria Degnats shared the need to update 1506. Since SB 51 was passed, the number of Emergency Certificates issued has gone down tremendously. Angeline Rivello shared the fact that the number of emergency certificates has changed from thousands to several hundred. Some language was cleared up that would allow the Licensure and Certification Office to process some emergency certificates automatically for those enrolled in an approved Alternate Routes program.

The regulation was passed unanimously by the LCCC, the PSB, and the State Board and went out for public comment. Two letters of public comment were received and addressed at the December meeting. At the end of the December meeting though, the Board still had a few questions and suggestions. A few more revisions were made in December with the help from Ms. Maria Degnats that should be helpful.

The LCCC approved 1506 Emergency Certificate with changes to be presented today.

Reviewing some of those changes:

- Under section 2.0 the definition of “Certified” was removed as it is no longer mentioned in the regulation.
- The definition of “Credentialed” was added, however, as it was mentioned in the regulation.
- II after DPAS was added.
- All “individuals” was changed to “educators,” as these educators have already been hired by a district.
- The term “extension” was changed to 2nd Year Emergency Certificate.
- Any reference to the written plan was deleted.
- Section 3.8 was moved down to 6.0 because it just flowed better.

Make note of the following change:

- 6.0 should now reads “Second Year Emergency Certificate” instead of “Extension of Emergency Certificate.”

Ms. Pieshala commented that section 4.1.4 states that it is the responsibility of the educational authority to make clear the requirements of obtaining a certificate according to the specific regulation. This has always been the case, but it takes the place of the “written plan.” Also, the “Second Year Emergency Certificate” clarifies the process from the previous regulation with regards to application dates and “extension” phrasing.

There was also discussion pertaining to the differences between a second-year emergency certificate and a second year of the emergency certificate. Mr. Murphy suggested a second-year “reissue” of the certificate.

Dr. Glass commented that “individual” should be replaced with “educator” in section 6.3. Additional instances were found in 8.0, 4.1.1, 4.1.2 and 2.2. She also pointed out that “such as the Praxis II test” should be removed or modified.

The following amendments to the regulation need to be made:

- In 6.0, make it “Second Year Reissue of an Emergency Certificate”
- In 6.1, add “of the”
- In 6.2, swap out “reissue” for “grant”
- In 6.2.2.1.1, take out “such as the Praxis II test”
- Replace “individual” with “educator” in the following sections: 2.2 (twice), 4.1.1, 4.1.2, 6.3 and 8.0
- Section 6.2 should say “issue,” not “reissue”

- Section 6.3, add “of the”

Regarding 1506, a motion to move to publication was made by Dr. Greaves and seconded by Ms. O’Neill. ***The motion carried*** (14 Yes to 0 No’s – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O’Neill, Pinkston, Smith and Smith), moving 1506 to publication.

D. *edTPA Cut Scores*

E. *PPAT Cut Scores*

Approving performance assessment cut scores was discussed. Shannon Holston from the Department was invited up to speak on behalf of the suggested cut scores.

Shannon Holston gave a quick history of Senate Bill 51 and Regulation 290. Ms. Holston and Mr. Kenton then reported about the subcommittee that met on Tuesday and how the LCCC voted yesterday.

The Board was presented with several documents to consider:

- There is a packet that edTPA put together showing which states have already made recommendations and what cut scores they’ve adopted.
- A Candidate Performance Chart outlining what percentage of the 18,436 students who completed the edTPA would have passed in 2014 off of certain cut scores. Those numbers are low.
- Mr. Kenton created a chart based on the subcommittee recommendations from Tuesday.
- There is a chart that edTPA put together showing which certifications are currently able to be tested via one of the edTPA assessments.

Ms. Holston advised that Senate Bill 51 was passed in 2013 followed by approval of Regulation 290, which required these tests and cut scores be addressed.

Mr. Kenton reminded everyone that the PPAT and edTPA are included because of the percentage of new teachers coming to Delaware from other states. Using both assessments allows the tests to cover what most incoming educators will have taken. Also, the IHEs have yet to determine which assessment will be used, so approving both makes sense to give the flexibility to choose the appropriate assessment.

On Tuesday, over 20 educators came in for presentations by Cathy Owens-Oliver from ETS and Kellie Crawford from Pearson on their respective assessment tests. Both presentations included national cut scores and how they came to those numbers. ETS has one assessment, while Pearson has three different assessments (13-point rubric, 15-point rubric, 18 point rubric). Various states have adopted cut scores, many of them lower than the national suggestion. Some states have also built in a sliding timeline scale of scores.

The LCCC leaned toward setting a cut score lower than the national recommendation with a decision to revisit the standard in the future rather than being locked in for five years on a predetermined schedule.

For the ETS PPAT with a national cut score of 40, the subcommittee suggestions averaged 37/38, and the LCCC is recommending a score of 38.

For the Pearson edTPA with a national cut score of 42, the subcommittee suggestions averaged 40, and the LCCC suggests a cut score of 38 on the 15-point rubric. Scaling that score for the 13-point rubric, a cut score of 33 was suggested. For the 18-point rubric, the suggested scaled score would be a 46.

There was concern expressed by board members about setting the cut score too low, resulting in unqualified candidates working in the field. The opposite concern is setting the standard too high and possibly restricting the flow of qualified candidates.

The following tasks need to be completed:

A cut score for the ETS PPAT performance assessment needs to be approved. The national recommended cut score was a 40. The average recommendation from the subcommittee on Tuesday was a 37/38. The LCCC voted yesterday to recommend a 38.

Regarding PPAT cut scores, a motion to recommend a cut score of 38 with a revisit in September of 2017 was made by Ms. Smith and seconded by Dr. Guido. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith).

Several cut scores for Pearson's edTPA performance assessments need to be approved. The edTPA has three different rubrics. There is a 13-point rubric, a 15-point rubric, and an 18-point rubric. The national recommended cut score for a 15-point rubric (about 90% of the assessments are made up of the 15-point rubric) was a 42. The highest anyone in the country has adopted thus far is a 41. The lowest anyone in the country has adopted is a 35. The subcommittee on Tuesday recommended a 40. The LCCC voted unanimously yesterday to approve a 38. The committee then scaled the 13-point rubric to a 33 and the 18-point rubric to a 46.

Regarding edTPA Cut Scores, a motion to recommend a cut score of 38 on a 15-item rubric with a revisit in September of 2017 was made by Dr. Guido and seconded by Ms. Brown. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith).

Regarding edTPA Cut Scores, a motion to recommend a cut score of 33 on a 13-item rubric with a revisit in September of 2017 was made by Dr. Greaves and seconded by Ms. Pinkston. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith).

Regarding edTPA Cut Scores, a motion to recommend a cut score of 46 on an 18- item rubric with a revisit in September of 2017 was made by Ms. O'Neill and seconded by Ms. Brown. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith).

Which certification areas would be required to have a performance assessment needs to be approved. The LCCC yesterday recommended approving all of Certification areas except:

1522 Elementary Counselor
1545 Secondary Counselor
1581 School Reading Specialist
1582 School Nurse
1583 School Psychologist
1584 School Social Worker
1553 Drivers Education Teacher

There was some discussion revolving 1580 School Library Media Specialist. Because many of these positions in elementary settings teach classes, the LCCC recommended requiring it for now for this group and revisiting it later if needed.

Regarding areas not required to take either assessment, a motion to recommend exempting 1522 Elementary Counselor, 1545 Secondary Counselor, 1581 School Reading Specialist, 1582 School Nurse, 1583 School Psychologist, 1584 School Social Worker and 1553 Drivers Education Teacher with a revisit in September of 2017 was made by Dr. Greaves and seconded by Ms. Sue Smith. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith).

It needs to be determined if allowing the IHE's to approve the performance assessments is needed. The LCCC recommended that the IHE be allowed to determine the assessments used. After discussion, it was determined that the Board did not need to vote on this issue.

Regarding alternative routes and out of state teachers, Ms. Rivello advised that new code would have to be considered due to changing regulations. Her department has been meeting with educators and HR directors to discuss this challenge. The new guidelines would create a new provisional license which would allow new educators in these categories a one year window to pass assessments and meet certification criteria. These guidelines would help address one particular area of concern, new CTE educators.

VII. PSB Standing Committee

A. Licensure Certification Criteria

- None

B. Professional Development and Associated Compensation Criteria Committee

- None

VII. Other

Mr. Kenton informed the Board that a nomination for a new Vice-Chair to fill the position that was held by Ms. Greaves is needed. This person would fill in for anytime that the Chairperson can't be in attendance.

A motion was made by Dr. Greaves and seconded by Ms. Macera to nominate David Kohan as the new vice-chair. Counsel advised that this would have to wait until next month because Mr. Kohan is not in attendance today.

Mr. Kenton shared that John Andrade and Marsha White are in the process of being hired as new hearing officers. The current hearing officer is not always available and there may be need for additional options. Ms. Geiszler has vetted both of these candidates.

A motion was made by Dr. Greaves and seconded by Ms. Sue Smith to approve John Andrade as a hearing officer. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith).

A motion was made by Ms. Macera and seconded by Ms. Brown to approve Marsha White as a hearing officer. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith).

VIII. Public Comment

None

IX. Adjournment

A motion was made by Ms. Brown and seconded by Dr. Guido to adjourn the meeting. ***The motion carried*** (14 Yes to 0 No's – Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Macera, Murphy, O'Neill, Pinkston, Smith and Smith). The meeting adjourned at 4:45p.m.